

# No Layoffs Until Spring, 2004

*Finance Approves ARB Plan*



I am pleased to announce that the Department of Finance has approved ARB's reduction plan proposing to delay layoffs until next spring, thus allowing for normal attrition to assist in minimizing actual layoff of employees. Approval was contingent upon the ARB assurance that all required dollar and position reductions will be achieved by the end of the 2003-04 fiscal year.

Thank you for your patience and understanding during these uncertain times. Extra special thanks to Deputy Executive Officer, Mike Scheible, who was the genius behind ARB's attrition-based strategy.

Catherine Witherspoon